

File F.S.B.

MINUTES OF THE BOARD OF TRUSTEES' MEETING
HELD SEPTEMBER 30, 1965

Present:	Dr. Wood	Mrs. Rosenberg
	Miss Voigt	Mr. Sterling
	Mr. Arentz	Mr. Black
	Miss Duffy	Mr. Schein
	Mr. Jameson	Mr. Dunker
	Mr. Mordinger	Dr. Silverman
	Mr. Osborne	Mrs. Casey
	Mrs. Warren	Mr. Kilduff

Mr. George Black, new member of the Board of Trustees, elected at the June meeting, was introduced to the Board Members.

Minutes of the last meeting were accepted as sent.

TREASURER'S REPORT

In the absence of Mr. Cooper, Dr. Wood gave the Treasurer's Report which showed eight months Disbursements \$97,407.14, eight months Receipts \$96,939.78, Disbursements in Excess of Receipts \$467.36. Cash Balance in the bank as of August 31, 1965 \$7,211.86.

COMMITTEE ASSIGNMENTS

All members of the Board of Trustees present were given a copy of Committee Assignments for the year 1965-1966. Members of the Board not present will be sent a copy of the assignments with the Board minutes.

BUILDING & OPERATIONS COMMITTEE REPORT

In the absence of Mr. Wilson, Mr. Mordinger reported for the Building & Operations Committee. At their meeting on September 14th, the committee inspected the entire agency, particularly the third floor which had just been renovated.

At the June meeting of the Board of Trustees, the Board had approved an increase in the allocation to the Building & Operations Committee from \$3,000 to \$4,000. The total expenditures to date are \$3,616.90 which leaves a balance in the account of \$383.10.

The Gem Painting Company has submitted a bid of \$658 to panel the clerical office and to paint ten rooms on the first and second floors.

While it was agreed by the committee that all the offices were in need of painting, they felt plans should be made now to begin paneling all of the offices, this work to be completed over a 3 or 4 year period. In the meantime, it was the consensus of the committee to try and stay within the \$4,000 allocated by the Board. It was their suggestion, until the first of the year, only the following be done:

- 1 - paint the hallway leading from the 2nd to the 3rd floor
- 2 - paint the back office on the 3rd floor
- 3 - paint that area in the new bathroom that is necessary
- 4 - paint an office on the 2nd floor now used by Mrs. Cheng

The committee suggested to Mr. Kilduff that he obtain an estimate from the Gem Painting Company and to proceed with this work if it does not exceed \$300.

Mr. Kilduff also asked that the two offices now occupied by Miss Kubik and Mrs. Fawcett be equipped with weather stripping on the doors to make them more sound proof. An estimate to do this work has been received at \$45 a door. However, he felt this work could be done more reasonably. The committee gave tentative approval for this to be done.

In regard to the doors, the Board Members suggested it may be more economical to purchase a new type of door which is less expensive and more sound proof. They directed the Executive Secretary to look into this matter.

It was moved by Mr. Jameson, seconded by Mr. Sterling, that the report be accepted. It was unanimously passed.

CASE COMMITTEE REPORT

Mr. Schein, Chairman of the Case Committee, reported the committee met on September 13th and reviewed the Drug Addiction Program, Collegefields Project and the Newark-Victoria Plan.

DRUG ADDICTION PROGRAM - The committee was aware of the proposal submitted by Family Service Bureau in conjunction with the Mt. Carmel Guild and the later proposal prepared by Mr. Meyers of the Welfare Federation. From these proposals had evolved a third proposal which will extend the area included in the project to the county. Family Service Bureau will be involved in the parent counseling as the project is projected at the present time.

COLLEGEFIELDS PROJECT - Mrs. Cassey reviewed for the committee the reports on the first six month period of the Collegefields Project as prepared by the two social workers from the agency working on the project. The committee had many questions on this project, which had to do with the way in which the boys were being selected for the project through the court, the types of families represented and the control group. The committee was also interested in learning about the educational aspects of the project and the guided group therapy approach of Collegefields. The problems involved in beginning to work out inter-disciplinary approaches were analyzed and the possibility of experimenting with something in the nature of a teacher-social worker was extended as a possible finding as a result of such a project. The research aspect of the project and the way in which it may need to be changed in order to better affect the goals of the project was also discussed. The committee was aware that the report of this agency was a preliminary stage in discussion with the other agencies participating in this project.

NEWARK-VICTORIA PLAN - For the benefit of the committee, Mrs. Cassey reviewed the activities of the agency in this project. An eight months progress report of Family Service Bureau's work in this project is attached to these minutes.

REPORT ON PROJECT ENABLE

Mrs. Casey reported Project ENABLE is about to get underway. The Family Service Association of America, the Child Study Association and the National Urban League has received \$796,000. ENABLE means Education Neighborhood Action for Better Living Environment. Mrs. Casey would begin on the project sometime around October 16th, working out of the Newark Office, and would be on this project for a year. (A copy of the Project is on file in the agency office).

AGENCY ACTIVITY REPORT

The agency activity report for the first eight months of 1965 was given to the Board of Trustees by Mr. Kilduff. A copy is attached to these minutes.

PERSONNEL POLICIES COMMITTEE REPORT

Mr. Merdinger reported the Personnel Policies Committee met on September 16th and at this meeting the committee discussed the proposal at the June 2nd meeting of increasing, at the September meeting, clerical salaries an additional \$5.00. It was moved by Mr. Jameson, seconded by Miss Voigt and unanimously passed by the members of the committee that the Personnel Policies Committee recommend to the Board of Trustees at the September 30th meeting clerical salaries be increased in the amount specified above, this to take effect October 1, 1965.

Mr. Kilduff requested, in view of the fact he had recently received a letter from Mrs. Elen Manser, director of Project ENABLE, dated September 10th, the committee consider raising Mrs. Casey's salary from \$10,000 to \$11,000 effective January 1, 1966, so that he could prepare a proper budget to be submitted to Family Service Association for the cost of her services commencing with October 16, 1965 through October 15, 1966.

The committee also discussed the possible involvement by the agency of an additional worker from staff to be a trainee in this Project ENABLE. If a trainee is selected from our agency, the local United Community Corporation would be the financing agency, as the Project ENABLE states before any qualified trainee is accepted into this program, funds not only for the trainee but for two aides must be obtained from the local United Community Corporation. If the local U.C.C. does not agree to finance, a trainee from our agency would not become part of the program. In the event this situation does occur and the U.C.C. provides the necessary funds, then part-time qualified social workers would be hired to take this person's place on the staff. Overtures have already been made to such part-time personnel who would be willing to work one or two days a week.

Dr. Silverman moved that the Personnel Policies Committee Report be accepted with one amendment: Instead of raising Mrs. Casey \$1,000 as of January 1, 1966, commencing October 16, 1965 she be given a raise of \$500 and on January 1, 1966 another \$500, so she may have the benefit of this increase as she starts on this project. It was seconded by Mr. Osborne, and unanimously passed, that the Personnel Policies Committee Report with this amendment be adopted.

Prior to the close of the meeting, Dr. Wood stated we should at least try for a second time this new meeting format; hence, the next meeting of the Board of Trustees will take place on October 28th at 5:45 p.m. and dinner will follow immediately after the business part of the meeting.

Meeting adjourned.

Edward V. Kilduff
Executive Secretary

CALL TO LEARNING: NEWARK-VICTORIA PLAN
8 MONTHS PROGRESS REPORT
FAMILY SERVICE BUREAU OF NEWARK, N. J.

Since January, 1965, the Family Service Bureau has been actively working on the Call To Learning: Newark-Victoria Plan. During this time the Bureau has concerned itself with reaching groups of parents of children in the Cleveland School for the purpose of family life education. Initially, in the program, the Bureau recruited the groups of parents in this area. Coupled with their recruitment, plans were underway to test out the use of indigenous leadership as an aid in increasing parent participation in group activity. However, when Mrs. Guilmartin was assigned to the project, later in the year, it was decided it would be of greater benefit to the school if the selection and recruitment of the groups with which Family Service Bureau would work, were done by the school. From this time forward, Family Service Bureau has worked with families recommended to them by the school authorities.

The work of the Bureau from June through September has been in the area of meeting the families recommended by the school. Also during the summer months, the Bureau both observed and participated in the Parent Meetings of the Head Start Program held at the Cleveland School. The Bureau felt it would be beneficial to them to participate in this activity while working on the Call To Learning: Newark-Victoria Plan.

During the last eight months, in the parent discussion groups, the Family Service Bureau has made the following observations:

- 1 - Many families feel completely frustrated with their inability to effect change within their community. This affects their attitude toward involving themselves with anything in their community that is new.
- 2 - There is a tendency to view with suspicion any outside effort to help them, based on past experience.
- 3 - There is expressed an attitude that there is always a dead end --- there is always discrimination --- there is always a power structure that will foil them.
- 4 - The families report no satisfaction in going to the top --- for them there is no top --- and there is no bottom --- for there is no hope for them in the solution of their problems.
- 5 - There is conflict within their own group --- which includes an elite group within their own group which in itself becomes another power structure.
- 6 - They feel that people servicing them are doing it only for money and are not really interested in them or their problems.
- 7 - The War On Poverty is viewed with caution because parents are afraid that it will not reach its slated goal of really helping the poor.

8 - Communication is poor. Nobody seems to tell them anything. They have to learn everything second-hand.

9 - In the relationship most observed between parents and children, the child was viewed as a chattel. The role of the parent was seen as telling a child to do things, never asking him. The effect, in many instances, is the child becomes totally submissive or rebels.

OUR OBSERVATIONS

Unless there is a greater appreciation on the part of parents to teach a child self-confidence along with all the facets of such a concept, the efforts to improve both the educational and employment opportunities of the children will be handicapped.

The lack of a healthy male image in the Negro family needs to be tied in with the parent's attitude that exists today which does not permit children in these families to grow and develop in a climate of mutual respect and understanding.

All efforts and energy need to be geared to helping parents understand that they are the molders of their child's life. They can teach responsibility and prepare them for leadership roles by giving them confidence in themselves through their interest and encouragement in their activities as an integral member of the family unit.

STATISTICAL COMPARISON - 1963 - 1964 - 1965

	Intake			No. cases open			Fees		
	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>
January	94	112	105	319	374	387	\$ 718.75	570.50	652.25
February	74	111	95	319	412	404	698.80	722.25	529.50
March	82	105	137	316	443	466	795.55	782.75	849.50
April	78	134	110	299	480	460	741.50	791.75	645.50
May	85	85	101	319	447	452	805.75	780.75	616.00
June	69	113	129	309	432	449	637.50	694.25	751.50
July	77	99	106	310	426	456	501.25	544.00	682.50
August	<u>83</u>	<u>99</u>	<u>84</u>	<u>290</u>	<u>389</u>	<u>442</u>	<u>307.25</u>	<u>577.50</u>	<u>505.25</u>
	642	858	867	2481	3403	3516	\$5206.35	5463.75 *	5232.00 **
Average per month	80	107	108	310	425	439	Belleville Office fees - \$135 * included in totals 698 **		